

Amendment Article 54 v. 4

ARTICLE 54

COLLECTIVE BARGAINING

To see if the Town will vote to fund any fiscal items in the event that any are contained in collective bargaining agreements between the Town and the following named collective bargaining units, and to fund for non-union, M Schedule, and elected officials' salaries or fringe benefits, determine how the money shall be raised and expended; or take any action related thereto:

- A. Local 680, American Federation of State, County and Municipal Employees;
- B. Service Employees International Union;
- C. Robbins Library Professional Association;
- D. Local 1297, International Association of Firefighters;
- E. Arlington Police Patrol Officers' Association (formerly Arlington Patrolmen's Association);
- F. Arlington Ranking Police Officers' Association;
- G. M Schedule and non-union employees; and
- H. Full-time elected officials.

(Inserted at the request of the Town Manager)

VOTED: That the sum of \$376,098 is hereby appropriated, to be set aside for funding future collective bargaining agreements, said sum to be raised by general taxes and said sum shall not be expended without a future vote of Town Meeting; that \$253, 814 transferred from the wage reserve account to the Library (\$32,787) and to the Police Department (\$221,027) for the FY2022 budgets;¹ that \$122,248 is appropriated to the departments and in the manner shown below to fund collective bargaining agreements between the Town and SEIU, as well as salary changes for nor-union, Management, and an elected official for Fiscal Year 2022; and that \$499,400 is appropriated from prior salary reserve accounts to the Police Department to fund the retroactive payments to the Patrol Officers.

AND FURTHER VOTED that the Town hereby ratifies the following financial items contained in the February 10, 2021 Arbitration Award of the Joint Labor Management Committee between the Arlington Patrol Officers' Association and the Town acting by and through the Town Manager:

A. Arlington Patrol Officers' Association

- 1. A 2 percent general wage increase effective July 1, 2020,**
- 2. A 2 percent general wage increase effective July 1, 2021,**
- 3. A 1 percent general wage increase effective July 1, 2022,**

¹ These retroactive sums totaling \$253,814 are represented in the Arlington Police Department (\$221,027) and Library Department (\$32,787) budgets respectively, provided under Article 56.

B. That the Classification and Pay Plan be and hereby is amended to create new steps and further that the other terms of the February 10, 2021 Arbitration Award (attached hereto) are ratified.²

COMMENT: The collective bargaining agreements between the Town of Arlington and the six labor unions that represent most Town employees expire on June 30, 2021. In anticipation of those expirations, the Town has engaged in negotiations relative to successor collective bargaining agreements with employee unions. As we are in uncertain financial times Town Management tried to negotiate simple one-year contracts with each union. Three Town unions have accepted this proposal: the Robbins Library Professional Association, AFSCME Local 680, and SEIU Local 888. The three public safety unions have opted to delay their negotiations until later in the year, hoping to sign three-year contracts.

These negotiations have been guided by a strategy that is based upon offering a cost of living (COLA) increase consistent with historic Consumer Price Index (CPI) trends. The Town has proposed a 1.5% COLA. Town Management gave given unions the option of rearranging their total compensation to be a combination of COLA and other elements if the total cost of the contract is equal to our 1.5% cost. This also included language recognizing the Juneteenth as a full holiday when it falls on a Monday through Friday and as a floating holiday when it falls on a weekend and allows that Town to provide education to employees on the meaning of Juneteenth.

As an additional matter, the Arlington Patrol Officers' Association was issued an interest arbitration award by the Joint Labor Management Committee (JLMC) following a bargaining impasse with respect to COLA and other terms between the Patrol Officers' Association and Town Management. The award is consistent with the Town's approach to CPI trends, but is both binding and retroactive, signifying that members of the Patrol Officers Association shall receive the COLA increase held in abeyance during the arbitration period at the rates set by the award.

Below are summaries of the terms and financial impact table for these agreements and the JLMC award. Funding is provided by transferring money from the Salary Reserve to the departments, except for the Water/Sewer Fund that contains its own salary reserve and does not need a transfer.

SEIU Local 888

Summary: The Town of Arlington and the SEIU Local 880 recently came to agreement. The agreement provides a 1.0% COLA, a 1.5% increase to the top step, and language recognizing the Juneteenth holiday.

Term of Agreement: The successor agreement is for a one-year period. The term of the agreement will be July 1, 2021 through June 30, 2022.

Wages: July 1, 2021 1.0% increase and an additional increase to the top step of the pay scale.

² A March 31, 2021 Memo from the Finance Director to the Finance Committee, which details the terms of the Arbitration Award, is also attached for Town Meeting's reference.

Transfer from Wage Reserve: \$28,716

M Schedule, Full-Time elected official, and non-union employees:

Summary: The Town of Arlington's M Schedule employees, full-time elected officials and non-union employees will receive cost of living increases that are consistent with the wage increases in the collective bargaining agreements for FY22.

Wages: July 1, 2021 1.5% Increase
Transfer from Wage Reserve: \$95,568

Department	Grand Total
Select Board	\$4,259
Town Manager	\$9,542
Finance Committee	\$77
Comptroller	\$4,155
Assessors	\$1,764
Treasurer/Collector	\$2,773
Legal	\$6,692
Human Resources	\$4,785
Information Technology	\$9,765
Town Clerk	\$2,992
Planning	\$9,634
Zoning Board of Appeals	\$1,047
Facilities	\$1,119
Police	\$4,410
Fire	\$4,126
Inspections	\$5,139
DPW Natural resources	\$2,782
DPW Engineering	\$2,652
DPW Administration	\$4,997
DPW Highway	\$3,375
DPW Motor Equipment Repair	\$1,998
DPW Cemetery	\$1,998
Health	\$8,117
Diversity, Equity & Inclusion	\$1,524
Council on Aging	\$4,441
Veterans	\$750
Library	\$4,927
AYCC	\$6,237
COA Transportation	\$580
Rink	\$1,165
Recreation	\$4,462
Total	\$122,284

Robbins Professional Librarians Association:

Summary: As referenced above, the Town of Arlington and the Robbins Professional Librarians Association recently came to agreement approved by the Finance Committee, providing a 1.25% COLA, changes to their longevity payments, and language recognizing the Juneteenth holiday.

Term of Agreement: The successor agreement is for a one-year period. The term of the agreement will be July 1, 2021 through June 30, 2022.

Wages:	July 1, 2021	1.25% Increase
Transfer from Wage Reserve:	\$32,787	

Arlington Patrol Officers' Association JLMC Arbitration Award

Summary: As referenced above, the Town of Arlington and the Arlington Patrol Officers' Association reached an impasse with respect to COLA and certain other terms, which were litigated before the JLMC. Accordingly, no COLA had previously been added to the pay of members of this union while the arbitration was underway (July 1, 2018 through the present). Thus, the primary impact of the award is a retroactive COLA increase consistent with most of the Town's COLAs for other unions for the same period. Other terms, including creating new steps in the Pay and Classification Plan and increased compensation for higher education degrees attained by officers were also awarded and are binding upon the Town. Full details of the award can be seen in the February 10, 2021 JLMC Decision and a Memorandum from the Finance Director to the Finance Committee, both of which attached.

Transfer from Wage Reserve: \$221,027 to adjust the FY2022 budget.

Appropriation from prior Wage Reserve: \$499,400 for retro pay.

Salary and Wage Reserve

With these settlements, a reserve of \$549,381 in the General Fund remains from the original amount proposed in the FY2022 budget. It will be available to settle the remaining contracts once the Town reaches those agreements.



**Town of Arlington
Office of the Town Manager**

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TO: Finance Committee
FROM: Sandy Pooler, Deputy Town Manager *SP*
DATE: March 31, 2021
RE: Police and Library Budget Revisions

The budgets for the Police Department and for the Library need to be amended to account for collective bargaining settlements.

There will be a two-stage process to fund these contracts. Now, I request that the Finance Committee amend the Police and Library FY2022 budgets to reflect the new salaries. Later, I will ask the Finance Committee to vote to approve these contracts under Article 61, Collective Bargaining for FY2022 and for the retro pay owed to the Patrol Officers. The payroll department is calculating the retro pay for the Police now.

Police

After an almost three-year negotiation period, capped by an arbitration decision from the State Joint Labor Management Committee (JLMC), the Town is in position to settle the labor contract with the Arlington Police Patrol Association. We believe the award to be favorable to the Town and in line with the settlements we reached with other unions.

The award gives the officers Cost of Living increases of 2% in FY19, 2% in FY20, and 1% in FY21, the same pattern other unions received. It creates two new steps, each worth 1% more than the previous step for officers who have worked seven and ten years. The seven year step goes into effect in FY20 and the 10 year step goes into effect in FY21. The steps are similar to steps in the Ranking Officers contract.

The award also increased the payment to officers who attain college degrees in criminal justice, making officers eligible sooner than under the current contract. Under the current contract, officers with CJ bachelor's degrees get a 10% annual payment increase after five years and a 20% annual payment increase after eight years on the job. Officers with master's or Law degrees similarly receive a 12.5% five year increase and a 25% eight year increase. The award moves up those dates and gives officers with CJ bachelor's degrees 10% upon hire and the full 20% after five years employment and officers with master's or Law degrees 12.5% immediately and 25% after five years.

There were other non-monetary parts of the award that the Town asked for and the arbitrator granted. One requires officers to give 24 hours notice when requesting a vacation day. Previously, there had been no such notice requirement, thereby making scheduling difficult. A second provision

established a Compensatory Time Cap of 80 hours and the ability to buy back excess time. Third, the award granted the Town the option of buying out a week's worth of accumulated vacation time officers earned while out on sick leave. This is beneficial because the Department has repeatedly experienced officers returning from sick leave with large vacation banks, then using them at the end of the calendar year, thereby creating overtime costs when the department brings in other officers to take their places.

Library

The Robbins Professional Librarians Association is the first Town union to settle a one year contract with the Town. In keeping with our strategy, we have negotiated to keep these one year deals simple, putting off discussion of more complicated issues until next year. The union has ratified the contract.

It provides a COLA of 1.25% and an increase of \$300 in each step on the longevity scale. It also recognizes Juneteenth and provides that the Libraries will be closed on Juneteenth, when it falls on a Monday through Friday and in those years grants a floating holiday (i.e., an extra vacation day) that librarians must use before the end of that calendar year.

Fiscal Impacts

I request the Finance Committee to increase the Police Department FY22 salary budget by \$221,027 and the Library salary budget by \$32,787. Please also reduce the salary reserve (Account 0198981) by \$253,994.

Copies of the JLMC award and an unsigned RPLA agreement are attached.

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
0121081 POLICE SALARIES						
5100 SALARIES & WAGES	6,300,206	6,384,141	6,678,245	6,891,358	213,113	3.19%
5103 OVERTIME	837,243	807,910	629,442	659,167	29,725	4.72%
51031 MINUTEMAN BIKEWAY PATROL	18,980	14,389	21,018	21,018	0	0.00%
5105 HOLIDAY PAY	174,842	155,390	222,503	222,503	0	0.00%
5108 COURT TIME	12,607	8,827	37,142	37,142	0	0.00%
5109 ACCREDITATION STIPEND	800	-	7,344	7,344	0	0.00%
5112 SCHOOL CREDIT	-	-	5,100	5,100	0	0.00%
5114 INJURY EARININGS	-	40,435	-	-	0	-
5115 DIFFERENTIAL	1,666	1,441	1,821	1,821	0	0.00%
5118 EMERGENCY DISPATCH STIPEND	-	-	2,809	2,809	0	0.00%
5119 OUT OF GRADE PAY	-	-	1,561	1,561	0	0.00%
5141 CLOTHING ALLOWANCE	-	-	-	3,600	3,600	-
5156 LONGEVITY	152,035	164,423	173,870	176,900	3,030	1.74%
5160 STIPENDS	20,850	23,650	23,650	23,650	0	0.00%
0121081 POLICE SALARIES	7,519,229	7,600,607	7,804,505	8,053,973	249,468	3.20%

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
0121082 POLICE EXPENSES						
5202 MAINTENANCE	69,036	66,200	75,000	75,000	0	0.00%
5207 EQUIPMENT	2,942	480	9,200	52,780	43,580	473.70%
5209 IN-STATE TRAVEL	-	-	-	1,000	1,000	-
5211 ELECTRICITY	82,621	80,734	75,000	75,000	0	0.00%
5213 AUTO GAS & OIL	72,085	52,020	75,000	75,000	0	0.00%
5214 HEATING FUEL	29,413	28,884	30,000	30,000	0	0.00%
5215 TELEPHONE:EXPENSES		3,000	25,000	25,000	0	0.00%
5216 LAUNDRY SERVICE				500	500	-
5217 DUES/SUBSCRIPTIONS	21,425	16,914	26,500	26,500	0	0.00%
5218 TRAINING	77,392	45,992	54,100	54,100	0	0.00%
5223 OFFICE SUPPLIES	16,042	11,083	16,000	16,000	0	0.00%
5224 OTHER SUPPLIES	527	639	2,000	2,000	0	0.00%
5231 PHYSICAL / DRUG TESTING	4,535	810	5,000	5,000	0	0.00%
5236 OTHER PURCHASED SERVICES	15,094	35,778	4,000	16,000	12,000	300.00%
5241 UNIFORMS,BADGES, & GLOVES	62,973	57,277	85,000	85,000	0	0.00%
52411 UNIFORM ALLOWANCE	1,643	2,227	3,600	-	(3,600)	-100.00%
5244 HONOR GUARD				1,500	1,500	-
5249 REPS & MAINT:VEHICLES	43,966	43,172	55,000	55,000	0	0.00%
5250 CARE OF DOGS	2,125	4,256	2,400	2,400	0	0.00%
5251 TELEPROCESSING	97,666	98,592	102,520	88,770	(13,750)	-13.41%
5252 SUPPLIES:OTHER	3,482	6,051	3,000	6,000	3,000	100.00%
5253 FIREARMS & AMMUNITION	10,662	9,292	15,000	15,000	0	0.00%
5254 SUPPLIES:PHOTOGRAPHIC	37	3,097	2,500	1,000	(1,500)	-60.00%
5255 POLICE ACCRED PROGRAM	-	-	1,000	1,000	0	0.00%
5256 PSYCHOLOGICAL TESTING	3,000	-	3,000	3,000	0	0.00%
5267 REPS & MAINT:RADIO FREQUE	8,812	4,781	8,000	6,500	(1,500)	-18.75%
5268 MAINT POLICE & FIRE SYSTE	-	-	1,000	-	(1,000)	-100.00%
5272 AUX SUPPORT SERVICES	-	-	250	-	(250)	-100.00%
5299 OTHERWISE UNCLASSIFIED	25,786	27,480	5,000	5,000	0	0.00%
5706 INDEMNITY:POLICE OFFICERS MEDICAL	10,205	25,628	30,000	30,000	0	0.00%
0121082 POLICE EXPENSES	661,470	624,386	714,070	754,050	39,980	5.60%

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
POLICE APPROPRIATION TOTAL	8,180,698	8,224,993	8,518,575	8,808,023	289,448	3.40%
PARKING FUND OFFSETS	(57,624)	(64,575)	(66,827)	(67,384)	(557)	0.83%
POLICE TAXATION TOTAL	8,123,074	8,160,418	8,451,748	8,740,639	288,891	3.42%

FY2022 SALARY DETAIL			FY2022						FY2021		FY2022						
			FTE	BU	Grade	Step	Min	Max	Base	Total Budget Book	Base	Differential	Credits	Stipend	Total Base	Longevity	Total
POLICE PATROL	Previous	Job															
BARTHOLOMEW		POLICE PATROL	1.00	PATR	1	3	54,639	60,094	60,286	60,286	63,147	5,683	-		68,830	-	68,830
BROWN		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	77,372	79,694	64,416	2,416	16,104		82,936	3,318	86,254
CANNIFF		POLICE PATROL	1.00	PATR	1	3	54,639	60,094	59,910	59,910	63,147	1,894	-		65,041	651	65,692
CHELLA		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	65,502	66,813	64,416	5,797	-		70,213	1,405	71,618
COLLINS		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	65,502	66,158	64,416	1,932	-		66,348	1,327	67,675
CONNERNEY		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	75,719	78,604	64,416	-	12,884	3,865	81,165	3,092	84,257
CONROY, S		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	78,603	79,390	64,416	6,957	12,884		84,257	1,686	85,943
COSTA		POLICE PATROL	1.00	PATR	1	4	54,639	60,094	65,502	66,158	63,778	5,740	-		69,518	696	70,214
CURRAN	DUNN	POLICE PATROL	1.00	PATR	1	1	54,639	60,094	74,276	77,990	57,415	5,167	-		62,582	-	62,582
DEFRANCISCO		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	76,219	77,662	64,416	-	12,884	3,865	81,165	2,319	83,484
DONHAM		POLICE PATROL	1.00	PATR	1	3	54,639	60,094	57,181	57,181	63,147	5,683	-		68,830	-	68,830
DUNDUTSANG		POLICE PATROL	1.00	PATR	1	3	54,639	60,094	60,433	60,433	63,147	5,683	-		68,830	689	69,519
FLYNN, B		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	65,502	66,158	64,416	5,797	-		70,213	1,405	71,618
FOLEY, G		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	63,099	63,700	64,416	5,797	-	-	70,213	1,405	71,618
FOLEY, M		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	61,897	63,754	64,416	1,932	-	-	66,348	1,991	68,339
GALLAGHER, C		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	82,209	83,782	64,416	6,957	12,884	3,865	88,122	2,528	90,650
GALLAGHER, R		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	78,874	81,128	64,416	-	16,104	4,026	84,546	3,221	87,767
GUANCI		POLICE PATROL	1.00	PATR	1	3	54,639	60,094	57,106	57,106	63,147	1,894	-		65,041	651	65,692
HOGAN		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	69,452	71,495	64,416	2,126	6,442	1,365	74,349	2,920	77,269
KELLY, T		POLICE PATROL	1.00	PATR	1	4	54,639	60,094	65,502	66,158	63,778	5,740	-		69,518	696	70,214
KINDLE		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	78,603	81,748	64,416	6,957	12,884		84,257	4,213	88,470
KREPELKA		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	65,402	66,640	64,416	1,932	-	3,721	70,069	2,654	72,723
LARGENTON		POLICE PATROL	1.00	PATR	1	2	54,639	60,094	59,557	59,557	60,267	6,509	12,054		78,830	-	78,830
MAHONEY		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	68,087	70,130	64,416	2,126	6,442		72,984	2,920	75,904
MCGURL		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	81,879	84,336	64,416	2,416	16,104		82,936	4,147	87,083
MCNULTY	KELLEY, J	POLICE PATROL	1.00	PATR	1	1	54,639	60,094	72,053	72,774	57,415	5,167	-		62,582	-	62,582
MILNER		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	72,053	72,774	64,416	6,957	12,884		84,257	1,686	85,943
PEDRINI, G		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	63,599	65,402	64,416	-	-	3,721	68,137	2,577	70,714
PIRONI		POLICE PATROL	1.00	PATR	1	1	54,639	60,094	59,557	59,557	57,415	6,201	11,483		75,099	-	75,099
RATEAU		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	63,099	65,503	64,416	-	-	3,221	67,637	3,221	70,858
RILEY		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	81,879	83,517	64,416	7,247	16,104		87,767	1,756	89,523
SAVILL		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	81,879	85,973	64,416	7,247	16,104		87,767	4,389	92,156
SCEARBO		POLICE PATROL	1.00	PATR	1	4	54,639	60,094	78,603	79,390	63,778	6,888	12,756		83,422	835	84,257
SIMARD		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	78,603	80,176	64,416	6,957	12,884		84,257	1,686	85,943
SMITH, J		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	76,058	78,941	64,416	6,377	6,442	4,243	81,478	3,827	85,305
SMITH, R		POLICE PATROL	1.00	PATR	1	4	54,639	60,094	78,603	79,390	63,778	6,888	12,756		83,422	835	84,257
STOTIK, N		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	78,603	80,176	64,416	6,957	12,884		84,257	1,686	85,943
STYFFE		POLICE PATROL	1.00	PATR	1	3	54,639	60,094	60,433	60,433	63,147	5,683	-		68,830	689	69,519
URQUHART		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	78,603	80,176	64,416	6,957	12,884		84,257	1,686	85,943
VACANT	PORCIELLO	POLICE PATROL	1.00	PATR	1	1	54,639	60,094	75,719	77,162	57,415	5,167	-	2,871	65,453	-	65,453
VACANT		POLICE PATROL	1.00	PATR	1	1	54,639	60,094	59,557	59,557	57,415	5,167	-		62,582	-	62,582
VACANT	WENZ	POLICE PATROL	1.00	PATR	1	1	54,639	60,094	65,502	66,813	57,415	5,167	-		62,582	-	62,582
VOLKOV		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	75,118	76,621	64,416	-	16,104		80,520	2,416	82,936
WALSH		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	61,897	63,135	64,416	1,932	-		66,348	1,327	67,675
WESLEY		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	78,603	80,962	64,416	6,957	12,884		84,257	3,371	87,628
WHALEN		POLICE PATROL	1.00	PATR	1	1	54,639	60,094	59,557	59,557	57,415	5,167	-		62,582	-	62,582
WHITE		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	61,897	62,516	64,416	-	-	3,221	67,637	645	68,282
WILKINS		POLICE PATROL	1.00	PATR	1	5	54,639	60,094	65,502	66,813	64,416	5,797	-		70,213	2,107	72,320
ZONA		POLICE PATROL	1.00	PATR	1	3	54,639	60,094	57,106	57,106	63,147	2,273	12,630		78,050	781	78,831
PATROL			49.00						3,397,757	3,460,395	3,091,793	214,288	306,469	37,984	3,650,534	79,454	3,729,988

	2019 Actual	2020 Actual	2021 Budget	2022 Budget	\$ Change	% Change
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0161081 LIBRARY SALARIES

5100 SALARIES & WAGES	1,789,848	1,904,178	1,967,783	2,064,772	96,989	4.93%
5103 OVERTIME	43,591	23,454	60,000	60,000	0	0.00%
5115 DIFFERENTIAL	604	617	1,142	1,142	0	0.00%
5141 CLOTHING	-	-	1,775	1,775	0	0.00%
5156 LONGEVITY	14,288	13,591	14,445	17,762	3,317	22.96%
5160 STIPENDS	3,300	4,675	3,300	3,300	0	0.00%

0161081 LIBRARY SALARIES	1,851,631	1,946,516	2,048,445	2,148,751	100,306	4.90%
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0161082 LIBRARY EXPENSES

5202 MAINTENANCE	43,431	18,966	48,500	48,500	0	0.00%
5203 FURNITURE & EQUIPMENT	14,839	11,229	14,700	14,700	0	0.00%
5211 ELECTRICITY	102,944	94,708	120,000	120,000	0	0.00%
5213 AUTO & GAS	822	610	2,400	2,400	0	0.00%
5214 HEATING FUEL	17,435	16,205	18,000	18,000	0	0.00%
5217 DUES/SUBSCRIPTIONS	220	-	180	180	0	0.00%
5223 OFFICE SUPPLIES	24,647	16,938	19,200	19,200	0	0.00%
5227 BOOKS AND MATERIALS	189,130	199,274	200,000	200,000	0	0.00%
5228 BINDERY	-	569	1,500	1,500	0	0.00%
5236 OTHER CONTRACTED SERVICES	68,276	70,618	76,800	76,800	0	0.00%
5284 CUSTODIAL SUPPLIES	7,045	4,672	6,000	6,000	0	0.00%
5285 MICRO FILMING	334	309	500	500	0	0.00%
5286 RECORDINGS: LIBRARY	17,601	14,354	18,500	18,500	0	0.00%
5287 FILMS: LIBRARY	4,204	6,582	4,400	4,400	0	0.00%
5299 OTHERWISE UNCLASSIFIED	3,412	1,503	3,200	3,200	0	0.00%
530250 TECH SUPPLIES	-	-	5,000	5,000	0	0.00%

0161082 LIBRARY EXPENSES	494,340	456,536	538,880	538,880	0	0.00%
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LIBRARY APPROPRIATION TOTAL	2,345,971	2,403,052	2,587,325	2,687,631	100,306	3.88%
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FOX OFFSETS	(25,200)	(25,200)	(25,200)	(25,200)	0	0.00%
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LIBRARY TAXATION TOTAL	2,320,771	2,377,852	2,562,125	2,662,431	100,306	3.91%
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FY 2022 SALARY DETAIL			FY2022							FY2021	FY2022					
LIBRARY	Previous	Job	FTE	BU	Grade	Step	Step	Min	Max	Budget Book	New Pay	Base	Step	Longevity	Total	
NICOLAY		LIBRARY DIRECTOR	1.00	MGMT	2	Mid	Mid	97,449	140,818	126,845	128,845	126,845	2,000	1,288	130,133	
LITTEN		ASST LIBRARY DIRECTOR	1.00	LIB	4	4	4	73,840	92,094	79,483	83,495	80,477	3,018	0	83,495	
THOMPSON		HEAD TECH SERVICES	1.00	LIB	2	7	7	59,509	74,218	74,218	75,146	75,146	0	0	75,146	
KIAH		HEAD TECHNOLOGY	1.00	LIB	4	7	7	73,840	92,094	81,499	93,245	93,245	0	2,100	95,345	
WATTS-FLAVIN		HEAD CHILDREN'S SERVICES	1.00	LIB	3	7	7	65,347	81,499	81,499	82,518	82,518	0	1,700	84,218	
CANNON		HEAD CIRCULATION	1.00	ATP	4	6	6	52,553	69,026	60,892	63,173	60,892	2,281	0	63,173	
RODRIGUEZ		ADULT SERVICES LIBRARIAN	1.00	LIB	1	4	4	52,799	65,851	56,835	59,702	57,545	2,157	0	59,702	
GLADE		ADULT SERVICES LIBRARIAN	1.00	LIB	1	4	4	52,799	65,851	56,835	59,702	57,545	2,157	0	59,702	
WENDRUFF		ADULT SERVICES LIBRARIAN	1.00	LIB	1	7	7	52,799	65,851	65,851	66,674	66,674	0	1,700	68,374	
DELLANNO		OFFICE MANAGER - LIBRARY	1.00	OFFA	6	8	8	44,851	59,058	59,058	59,058	59,058	0	300	59,358	
LORINO		ADULT SERVICES LIBRARIAN	1.00	LIB	1	5	6	52,799	65,851	60,071	63,103	60,822	2,281	1,100	64,203	
HEARTH		SENIOR LIBRARY ASSISTANT	1.00	OFFA	4	8	8	39,924	52,687	52,687	52,687	52,687	0	1,100	53,787	
BERRY		SENIOR LIBRARY ASSISTANT	1.00	OFFA	4	8	8	39,924	52,687	52,687	52,687	52,687	0	0	52,687	
FRANCIS		SENIOR LIBRARY ASSISTANT	0.57	OFFA	4	8	8	39,924	52,687	30,107	30,107	30,107	0	743	30,850	
FAUNCE		SENIOR LIBRARY ASSISTANT	1.00	OFFA	4	8	8	39,924	52,687	52,687	52,687	52,687	0	300	52,987	
MCINERNY		SENIOR LIBRARY ASSISTANT	1.00	OFFA	4	8	8	39,924	52,687	52,687	52,687	52,687	0	900	53,587	
HASAN		SENIOR LIBRARY ASSISTANT	1.00	OFFA	4	8	8	39,924	52,687	52,687	52,687	52,687	0	700	53,387	
ARTHUR		SENIOR LIBRARY ASSISTANT	1.00	OFFA	4	8	8	39,924	52,687	52,687	52,687	52,687	0	700	53,387	
SCANNELL		SENIOR LIBRARY ASSISTANT	1.00	OFFA	4	8	8	39,924	52,687	52,687	52,687	52,687	0	700	53,387	
ARNOLD		SENIOR LIBRARY ASSISTANT	1.00	OFFA	4	8	8	39,924	52,687	52,687	52,687	52,687	0	300	52,987	
DYNDIUK		HEAD OF ADULT SERVICES LIBRARIAN	1.00	LIB	3	7	7	65,347	81,499	78,554	82,518	79,536	2,982	1,300	83,818	
WHITED		SENIOR LIBRARY ASSISTANT	0.54	OFNU	4	8	8	39,924	51,663	28,046	28,046	28,046	0	0	28,046	
HOLLEY		SENIOR LIBRARY ASSISTANT	0.49	OFNU	4	8	8	39,924	51,663	25,093	25,093	25,093	0	0	25,093	
CARIFIO		LIBRARY ASSISTANT	0.54	OFNU	2	8	8	33,514	43,365	23,541	23,541	23,541	0	0	23,541	
HEARTH		LIBRARY ASSISTANT	0.53	OFNU	2	8	8	33,514	43,365	22,922	22,922	22,922	0	0	22,922	
TOURNAS		CHILDREN'S LIBRARIAN	0.71	LIB	1	7	7	52,799	65,851	47,036	47,624	47,624	0	1,100	48,724	
SCOPPETTUOLO		LIBRARY ASSISTANT	0.46	OFNU	2	8	8	33,514	43,365	19,824	19,824	19,824	0	0	19,824	
BOUTET	COLEMAN	CHILDREN'S LIBRARIAN	1.00	LIB	1	2	2	52,799	65,851	53,790	55,465	53,459	2,006	0	55,465	
ALBRAND		LIBRARY ASSISTANT	0.40	OFNU	2	8	8	33,514	43,365	17,346	17,346	17,346	0	0	17,346	
ALEXANDRE		LIBRARY ASSISTANT	0.51	OFNU	2	4	4	33,514	43,365	18,552	19,248	18,552	696	0	19,248	
TROHA	WARING	BRANCH LIBRARIAN	1.00	LIB	3	4	4	65,347	81,499	70,340	73,890	71,219	2,671	0	73,890	
BUDD		CHILDREN'S LIBRARIAN	0.54	LIB	1	6	7	52,799	65,851	33,833	35,540	34,256	1,284	1,100	36,640	
KANIA		HEAD OF TEEN SERVICES	1.00	LIB	2	5	5	59,509	74,218	66,458	69,812	67,289	2,523	0	69,812	
PRIVER		TECHNOLOGY LIBRARIAN	0.49	LIB	2	7	7	59,509	74,218	36,049	36,499	36,499	0	631	37,130	
GILBERT		LIBRARY ASSISTANT	0.43	OFNU	2	6	6	33,514	43,365	16,642	17,267	17,267	0	0	17,267	
INTERN		INTERN	0.53	OFNU	2	1	1	33,514	43,365	17,715	17,715	17,715	0	0	17,715	
O'CONNELL		CHILDREN'S LIBRARIAN	0.46	LIB	1	4	4	52,799	65,851	25,982	27,292	26,306	986	0	27,292	
CAPLE		CHILDREN'S LIBRARIAN	0.40	LIB	1	3	3	52,799	65,851	21,912	23,018	22,186	832	0	23,018	
CICCHELLI		LIBRARY ASSISTANT	0.29	OFNU	2	4	4	33,514	43,365	12,811	10,693	10,307	386	0	10,693	
		LIBRARY PAGES								76,648	107,393	107,393		0	107,393	
APPROPRIATION TOTAL:										1,967,783	2,047,010	2,018,750	28,260	17,762	2,064,772	
FOX OFFSET:										(25,200)	(25,200)	(25,200)			(25,200)	
TAXATION TOTAL:										30.89	1,942,583	2,021,810	1,993,550	28,260	17,762	2,039,572

COMMONWEALTH OF MASSACHUSETTS
JOINT LABOR-MANAGEMENT COMMITTEE FOR POLICE AND FIRE

In the Matter of the Interest Arbitration between

TOWN OF ARLINGTON
-and-
ARLINGTON POLICE PTRL ASSOCIATION

ARBITRATION AWARD
February 10, 2021

CASE NO. JLM-19-7773

ARBITRATION PANEL

Bruce Fraser

Bruce Fraser, Chair

Thomas W. Reddy

Thomas Reddy, Union Member

Lisa Yankakis

Lisa Yankakis, Town Member

COUNSEL FOR

Union: Alan McDonald, Esq.

Town: Nicholas J, Dominello, Esq.

THE ISSUES

COLA: Proposed by

Town – 1% 1% 1%

Union – 3% 3% 3%

AWARD – Increase

July 1, 2018 – 2%

July 1, 2019 – 2%

July 1, 2020 – 1%

STEPS: Proposed (in addition to the three Steps currently existing)

Town – Opposed

Union – Two additional Steps at 5% and 5%

AWARD

7 years – 1% increase, effective July 1, 2019

10 years – 1% increase, effective July 1, 2020

EDUCATIONAL INCENTIVE (QUINN)

Union Proposal: Eliminate the waiting period; change language to give all members full Quinn benefits at initial employment; establish an accreditation standard for the colleges and universities the degree would be accepted from.

Town Proposal: Opposed

AWARD - Educational Incentive for Non-Quinn Employees in APPA

Effective June 30, 2021, the Town shall pay an education incentive to each employee who joined the APPA bargaining unit after May 4, 2015, and who is not otherwise eligible for Quinn benefits pursuant to M.G.L c.41 s. 1081 degree(s) in a program from a public or private college or university accredited by The New England Commission of Higher Education (NECHE) or the Massachusetts Department of Higher Education. Any colleges or universities not covered by this criteria would be subject to the approval of the Town Manager (post May 4 members), an amount consisting of the following: 10% of base salary for a Bachelor's Degree in Criminal Justice and 12.5% of base salary for a Master's Degree in Criminal Justice or a Law Degree. Post May 4, members shall be eligible for such amounts upon their Employment with the Town's Police Department. Upon their completion of five (5) years of service with the Town's Police Department, post May 4, members shall be eligible for a payment of 20% of base salary for a Bachelor's Degree in Criminal Justice and 25 % of base salary for a Master's Degree in Criminal Justice or a Law Degree. There shall be no education incentive payment to post May 4 members for an Associate's Degree.

ARTICLE XIV, VACATION

Town Proposal: Establish a 24 hour notification for an Officer taking a vacation day

Union Proposal: Opposed

AWARD Insert the following paragraph at the end of Article XIV:

"Officers shall submit their request for vacation to the Shift Commander and/or Chief's designee at least 24 hours in advance of the anticipated vacation date and time. An Officer's timely submission of a vacation request does not guarantee the approval of such request. Vacation requests shall be granted subject to Department needs. An officer's failure to submit the vacation request with at least 24 hours' notice of the vacation date and time may result in the denial of the vacation time request at the sole discretion of the Chief of Police and/or the Chief's designee and such decision is not grievable nor arbitr

ARTICLE IX. HOURS OF WORK AND OVERTIME

NEW SECTION 12 – “Time Due Cap/Compensatory Time Cap”

Town Proposal: Establish a Cap on Compensatory Time and allow Town the option to pay an Officer for any Time which exceeds that Cap.

Union Proposal: Opposed

AWARD: Insert new section 12, “Time Due Cap/Compensatory Time Cap” as follows:

“Effective June 30, 2021, no Officer shall have more than 80 hours of contractual compensatory time/time in their compensatory time accrual banks/time due. Officers with more than 80 hours in their contractual compensatory time bank as of Jul 1, 2021, will not lose the excess hours but cannot add to their compensatory time bank until such time as the bank drops below 80 hours. At the Town’s option, the Town may elect to pay an Officer for their contractual compensatory time in their compensatory time accrual bank in excess of 80 hours in connection with any individual being promoted. Payment of hours in excess of 80 will occur prior to the promotion.”

Article XVI – Sick Leave and Paid Injury Leave

Town Proposal: Provide an option for the Town to pay an Officer for time accrued on extended leave

Union Proposal: Opposed

AWARD (Amend Section G by deleting current Section G and replacing it with the following)

“g) Permanent employees out on paid injured leave shall continue to earn ordinary sick leave credit regardless of the duration of the leave and vacation allowance during such absence from work provided however that the leave does not exceed one (1) calendar year. As best serves the financial interest of the Department, the Chief of Police shall have the discretion to cash out up to one (1) week, up to a maximum of forty (40) hours of vacation time (vacation time the officer earned while on paid injured leave), of an Officer who has returned to work from extended paid injured leave. The vacation accrual of the returning Officer shall be reduced by the same number of days cashed out.”

Article XXV, Miscellaneous , New Section 5 “GPS”

Excluded from Award

Article XIV Vacations:

Any reference to the “ Holyoke vacation system” is excluded from this Award.

Article XX Educational Incentive Pay

As it refers to Section 2. Other Degrees are excluded from Agreement.

The panel was unanimous on all Issues except **Educational Incentive (Quinn) Article XX**, on which Lisa Yanakakis, dissented.

MEMORANDUM OF AGREEMENT
BETWEEN
THE TOWN OF ARLINGTON
AND THE
ROBBINS PROFESSIONAL LIBRARIANS ASSOCIATION

MARCH _____ 2021

The Arlington Town Manager (Town) and the Robbins Professional Librarians Association (Union), collectively the “Parties”, agree to extend through June 30, 2022 their July 1, 2018- June 30, 2021 collective bargaining agreement, except as modified by this Memorandum of Agreement.

1. Salary Tables

Effective July 1, 2021, amend the salary table in effect to provide for an across-the-board salary increase of 1.25%.

2. Article XVII – LONGEVITY, effective July 1, 2021, amend payment amounts to read as follows:

5 yrs. but less than 10	\$800	\$1100.
10 yrs. but less than 15	\$1,000	\$1300.
15 yrs. but less than 20	\$1,200	\$1500.
20 yrs. but less than 25	\$1,400	\$1700.
25 yrs. but less than 30	\$1,600	\$1900.
30 yrs. or more	\$1,800	\$2100.

3. Article XIII – HOLIDAY LEAVE, effective July 1, 2022, amend with the bold language as follows:

The Library is closed on the following legal holidays: New Year's Day, Martin Luther King Day, Washington's Birthday, Patriot's Day, Memorial Day, Independence Day, Labor Day, Columbus Day, Veteran's Day, Thanksgiving Day and Christmas Day. The Library also closes at noon on Good Friday and is closed all day on Christmas Eve when it

falls on a Monday-Saturday. Good Friday is considered a half-day holiday. When the holidays fall on a day the Library is closed or on a person's regular day off, an additional week-day holiday will be arranged. Holiday credits are pro-rated for part-time Employees.

Effective June 1, 2022 the Library shall celebrate Juneteenth (June 19th) as follows: when June 19th is a Monday, Tuesday, Wednesday, Thursday or Friday the Library shall be closed; when June 19th is a Saturday or Sunday the Library will be open and employees working June 19th will be granted a floating holiday, at the discretion of the Director, to be used by December 31st of that calendar year. At the discretion of the Director, employees may be asked to participate in professional development regarding Juneteenth.

Holidays shall be granted in accordance with the Town By-laws. In order to qualify for holiday credit, an Employee must work on the last regularly scheduled work day prior to, and the next regularly scheduled work day following each holiday unless it is an absence for which compensation is payable.

When an employee requests, and is approved to take off a religious holiday on a day the Library is open, the employee will be paid for his/her regularly scheduled hours of work for that day. The Director will then schedule the employee to work on another day without pay for the same amount of hours the employee was already paid for not working on the religious holiday. The scheduling of the “make up” hours shall be done in a manner so as to not trigger or impact any contractual, state or federal overtime requirements.

4. Duration

The Parties' collective bargaining agreement ("Agreement") shall be in effect as of July 1, 2021 through June 30, 2022 and shall continue in effect thereafter during negotiations for a successor agreement.

5. Ratification

This MOA is subject to ratification by the Union on or before April 9, 2021 and to appropriation of funds by Town Meeting at the 2021 Annual Town Meeting.

Agreed to on this _____ day of March 2021 by the negotiating teams for:

Town

Union

Adam Chapdelaine
Town Manager

Catherine Kiah, Co-President

Pamela Watts-Flavin, Co-President